300+ TOP Organizational Psychology MCQs and Answers Quiz 2023

General Psychology (University of Delhi)

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300+ TOP Organizational Psychology MCQs and Answers Quiz

Organizational Psychology Multiple Choice Questions

1. "———— are social inventions for accomplishing goals through group efforts"

A. management

B. organization

C. leadership

D. behavior

Answer: B. organization

2. A study of human behavior in organizational settings is

A. individual behavior

B. group behavior

C. organizational behavior

D. none of these

Answer: C. organizational behavior

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3. Today's organization are

A. open system

B. closed system

C. open as well as closed

D. none of these

Answer: A. open system

4. Organization Behavior is

A. an interdisciplinary approach

B. a humanistic approach

C. total system approach

D. all of these

Answer: D. all of these

5. Which of the following is NOT an important issue relating to goal-setting theory?

A. goal specificity

B. equity among workers

C. feedback

D. defining the go

Answer: B. equity among workers

6. In Maslow's hierarchy needs which of the following pair of needs is ranked as" lower orderneeds"?

A. physiological and safety needs

B. physiological and social need

C. self actualization and safety needs

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D. social and esteem needs

Answer: B. physiological and social need

7. Maslow grouped the five needs into two categories

A. higher-order needs and lower-order needs.

B. supreme needs and local needs

C. self needs and others needs

D. luxurious needs and comfort needs

Answer: A. higher-order needs and lower-order needs.

8. Which of the following is not one of the four primary management functions?

A. controlling

B. planning

C. staffing

D. organizing

Answer: C. staffing

9. Determining how tasks are to be grouped is part of which management function?

A. planning

B. leading

C. controlling

D. organizing

Answer: D. organizing

10. In which stage of the conflict process does conflict become visible?

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A. illumination

B. intentions

C. behaviour

D. cognition

Answer: C. behaviour

11. The subject of organizational culture has been most influenced by which behaviouralscience discipline?

A. anthropology

B. psychology

C. social psychology

D. political science

Answer: A. anthropology

12. Most valuable asset in an organization is

A. land and building

B. cash and bank balances

C. human being

D. technology

Answer: C. human being

13. What term is used to describe voluntary and involuntary permanent withdrawal from an organization?

A. absenteeism

B. turnover

C. downsizing

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D. truancy

Answer: B. turnover

14. _____ is discretionary behaviour that is not part of an employee's formal job requirement, but that promotes the effective functioning of the organization.

A. productivity

B. motivation

C. organizational citizenship

D. organizational behaviour

Answer: C. organizational citizenship

15. Individual-level independent variables include all of the following except.

A. leadership

B. learning

C. perception

D. motivation

Answer: A. leadership

16. Operant conditioning argues that _____.

A. behavior is reflexive

B. behavior is unlearned

C. behavior is a function of its consequences

D. the tendency to repeat a behavior is very strong

Answer: C. behavior is a function of its consequences

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17. When a group gives some of its leadership positions to the members of other group, it is

A. contracting

B. co-opting

C. co-alition

D. competition

Answer: C. co-alition

18. Path-goal model of Leadership was introduced by

A. martin evans & robert house

B. fred fielder

C. whetton

D. cameron

Answer: A. martin evans & robert house

19. Conflict between actual and desired emotions is called _____.

A. emotional contagion

B. emotional dissonance

C. cognitive dissonance

D. none of above

Answer: B. emotional dissonance

20. Scientific Management approach is developed by

A. elton mayo

B. henry fayol

C. f.w. taylor

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D. maslow

Answer: C. f.w. taylor

21. ————-is a relatively permanent change in behavior that occurs as a result of experience

A. behavior modification

B. learning

C. motivation

D. skills

Answer: B. learning

22. Which of the following is not the characteristic of High Machs?

A. win more

B. exploit others

C. emotionally distract

D. highly manipulative

Answer: C. emotionally distract

23. _____ is the degree to which people in a country prefer structured over unstructured situations.

A. uncertainty avoidance

B. long term orientation

C. conscientiousness

D. ethical dilemma

Answer: A. uncertainty avoidance

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24. _____ measures the degree to which a person identifies psychologically with his or her job and considers his-her perceived performance level to self worth

A. job satisfaction

B. job engagement

C. job involvement

D. organizational commitment

Answer: C. job involvement

25. _____ is the tendency for two individuals to emotionally converge.

A. emotional dissonance

B. emotional labour

C. emotional contagion

D. cognitive dissonance

Answer: C. emotional contagion

26. The belief that the 'discrimination is wrong' is a value statement. Such an opinion is _____component of the attitude

A. cognitive

B. affective

C. reactive

D. behavioral.

Answer: A. cognitive

27. _____ refers to an individual's general attitude toward his or her jo

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A. job satisfaction

B. job involvement

C. job stability

D. organizational commitment

Answer: A. job satisfaction

28. A worker who feels a personal stake in the company and whose ideas are valued by the company will likely

A. perform poorly.

B. perform well when a supervisor is present but perform poorly when alone.

C. perform well.

D. perform poorly when a supervisor is present but perform well when alone.

Answer: C. perform well.

29. Instructing employees on specific parts of the job that they may not have experience with is called

A. performance appraisal.

B. leadership.

C. job analysis.

D. training.

Answer: D. training.

30. Which of the following will be best at decreasing job stress?

A. finding a job that is not challenging

B. engaging in meaningful leisure activities outside of work

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C. “sucking it up” and just doing the job

D. focusing on work demands at the expense of getting adequate sleep

Answer: B. engaging in meaningful leisure activities outside of work

31. Factors other than satisfaction that impact one’s decision to leave a current job include all of the following EXCEPT:

A. labour market conditions

B. length of tenure with the organization

C. organizational citizenship behavior

D. expectations about alternative job opportunities

Answer: D. expectations about alternative job opportunities

32. W hat sort of goals does Management By Objectives (MBO) emphasize?

A. tangible, verifiable and measurable

B. achievable, controllable and profitable

C. challenging, emotional and constructive

D. hierarchical, attainable and effective

Answer: A. tangible, verifiable and measurable

33. According to Robert Katz, when managers have the mental ability to analyze and diagnose complex situations, they possess _____ skills.

A. technical

B. leadership

C. problem-solving

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D. conceptual skiils

Answer: D. conceptual skiils

34. Asif believes that men perform better in oral presentations than women.What shortcut has been used in this case?

A. the halo effect

B. the contrast effect

C. projection

D. stereotyping

Answer: D. stereotyping

35. Which of the following is one of the relationships proposed in expectancy theory?

A. reward-satisfaction relationship

B. satisfaction-performance relationship

C. rewards-personal goals relationship

D. effort-satisfaction relationship

Answer: C. rewards-personal goals relationship

36. What sort of actions is most likely to be attributed to external causes?

A. actions that have high distinctiveness, high consensus and high consistency

B. actions that have high distinctiveness, high consensus and low consistency

C. actions that have high distinctiveness, low consensus and low consistency

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D. actions that have low distinctiveness, low consistency and high consensus

Answer: D. actions that have low distinctiveness, low consistency and high consensus

37. Which of the following is most likely to be a belief held by a successful manager?

A. technical knowledge is all that is needed for success.

B. it is not essential to have sound interpersonal skills.

C. technical skills are necessary, but insufficient alone for success.

D. effectiveness is not impacted by human behaviour

Answer: C. technical skills are necessary, but insufficient alone for success.

38. Mintzberg concluded that managers perform 10 different, highly interrelated roles. Which of the following is one of the broad categories into which these roles could be grouped?

A. intrapersonal

B. institutional

C. decisional

D. affective

Answer: C. decisional

39. As a manager, one of Shah's duties is to present awards to outstanding employees within his department. Which Mintzberg managerial role is Shah acting in when he does this?

A. leadership role

B. liaison role

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C. monitor role

D. figurehead role

Answer: D. figurehead role

40. Which one of the following would not be considered a human skill in Katz's structure?

A. decision making.

B. communicating

C. resolving conflicts

D. working as part of a team

Answer: A. decision making.

41. An OB study would be least likely to be used to focus on which of the following problems?

A. an increase in absenteeism at a certain company

B. a fall in productivity in one shift of a manufacturing plant

C. a decrease in sales due to growing foreign competition

D. an increase in theft by employees at a retail store

Answer: C. a decrease in sales due to growing foreign competition

42. Mr. Bilal is late for work each day by about ten minutes. How would attribution theory describe this behaviour?

A. it shows consensus.

B. it shows similarity.

C. it shows reliability.

D. it shows consistency

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Answer: D. it shows consistency

43. Psychology's major contributions to the field of organizational behavior have been primarily atwhat level of analysis?

A. the level of the group

B. the level of the individual

C. the level of the organization

D. the level of the culture

Answer: B. the level of the individual

44. The science that seeks to measure, explain, and sometimes change the behaviour of humans and other animals is known as _____.

A. psychiatry

B. psychology

C. sociology

D. organizationalbehavior

Answer: B. psychology

45. _____blends concepts from psychology and sociology.

A. corporate strategy

B. anthropology

C. political science.

D. social psychology

Answer: D. social psychology

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46. The science that focuses on the influence people have on one another is.

A. psychology

B. anthropology

C. political science

D. social psychology

Answer: C. political science

47. Which of the following fields has most helped us understand differences in fundamental values,attitudes, and behaviour among people in different countries?

A. anthropology

B. psychology

C. political science

D. operations research

Answer: A. anthropology

48. Maslow's "basic needs" are also known as _____.

A. social needs

B. esteem needs

C. safety needs

D. physiological needs

Answer: D. physiological needs

49. Under Herzberg's theory, factors causing dissatisfaction is called _____.

A. demotivators

B. negative stimuli

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C. hygiene factors

D. defectors

Answer: C. hygiene factors

50. Who propounded X and Y theory of motivation

A. maslow

B. f. herzberg

C. alderfer

D. mcgregor

Answer: D. mcgregor

51. ————— theory believes that employees dislike work

A. x theory

B. y theory

C. z theory

D. none of these

Answer: A. x theory

52. Which one of the following need is not coming under McClelland theory of motivation?

A. need for power

B. need for achievement

C. need for affiliation

D. need for actualization

Answer: D. need for actualization

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53. The group formed by an organization to accomplish narrow range of purposes within a specifiedtime _____.

A. formal group

B. task group

C. interest group

D. functional group

Answer: C. interest group

54. ———-is the attractiveness of the members towards the group or resistance to leave it

A. group norms

B. group behavior

C. group cohesiveness

D. group structure

Answer: C. group cohesiveness

55. In ————–leadership, there is a complete centralization of authority in the leader

A. democratic

B. autocratic

C. free rein

D. bureaucratic

Answer: B. autocratic

56. Free rein leadership is also known as ¬¬¬¬¬_____.

A. democratic

B. autocratic

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C. laissez-faire

D. bureaucratic

Answer: C. laissez-faire

57. _____leader is self confident and can attract followers by his great influence

A. charismatic

B. autocratic

C. laissez-faire

D. bureaucratic

Answer: A. charismatic

58. _____refers to the basic changes in the content and responsibilities of job so as to satisfyhigher motivational needs

A. job enrichment

B. job enlargement

C. work relocation

D. process consultation

Answer: B. job enlargement

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